

CONFIDENTIAL



Confidential Memo

FROM: Sue Guenter-Schlesinger, Vice Provost, Equal Opportunity & Employment Diversity
Laura Eckert, Senior Executive Equal Opportunity Associate

TO: File

COPY TO: [REDACTED]

DATE: March 11, 2013

RE: EO Inquiry Regarding [REDACTED]

On February 13, 2013, Assistant [REDACTED] brought concerns of five female student employees in [REDACTED] to the attention of the EO Office. Since these concerns were related to potential issues of inappropriate behavior of a sexual nature, it was determined that the EO Office would conduct an inquiry into the concerns.

The concerns focused on alleged inappropriate behavior of [REDACTED]. In general, the women claimed that he had made a variety of inappropriate comments that had sexual overtones. The EO Office met with each of the five women separately on February 20 and 21, 2013.

The EO Office determined that the allegations made by the women were for the most part confirmed by [REDACTED] who indicated that he regretted having offended the women and that it was part of his "joking style." The EO Office counseled [REDACTED] in order to ensure he understood that should comments of this type continue, they could become pervasive, and might in the future constitute sexual harassment. He was advised to cease and desist from these types of comments and he readily agreed to do so and also committed to not offending the women with whom he works. In addition, the EO Office recommended that [REDACTED] attend sexual harassment prevention training, which he completed on March 1, 2013.

On February 25, 2013, the EO Office met with [REDACTED] to inform him of the findings of the EO inquiry that the alleged behavior was neither severe nor pervasive and did not at this time constitute sexual harassment. The EO Office also informed the [REDACTED] that it was made clear to [REDACTED] nonetheless, that his behavior was inappropriate and comments of a sexual nature should stop immediately. In addition, the EO Office reported to the [REDACTED] that it believed [REDACTED] responded in good faith and understood that his behavior had been inappropriate.

The EO Office contacted each of the women to inform them of the results of the inquiry, the steps taken, and they all were satisfied with the outcome.